

☰ Supporting Gender Expansive and Transgender Youth



BEGIN

Learning Objectives

- Participants will gain an understanding of Regulation 2603-Gender-Expansive and Transgender Youth and key components required for implementation of this regulation in the schools.
- Participants will recognize that identities are fluid and our identities intersect, influencing one another to create unique experiences.
- Participants will identify and understand the use of identified pronouns and chosen name.
- Participants will understand the steps to take when a transgender or gender-expansive student reports that they have been bullied or harassed.

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Equity at the Center

- Create student-centered experiences
- Affirm and sustain **gender identity, gender expression,** and racial, linguistic, ability, and cultural identities
- Elevate voices of the marginalized
- Recognize and disrupt systems that create inequitable outcomes

LGBTQIA+

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer or Questioning
- Intersex
- Ally or Asexual

The Need

2019 Fairfax County Youth Survey Data

- 25% of LGBQ youth have been sexually harassed.
- 50% of LGBQ youth experienced depressive symptoms
- 16% of LGBQ youth have been victims of emotional abuse by dating partners
- 32% have seriously considered suicide
- 70% more likely than non-LGBQ youth to report being bullied



We've seen consistently that LGBTQ youth face greater health disparities than their cisgender straight peers. This data continues to make clear a truth that we've long known -- that LGBTQ students are not getting the support, affirmation and safety they need and deserve. We must ensure that adults are doing everything possible to support LGBTQ youth, especially those who are living at the intersections of multiple marginalized identities

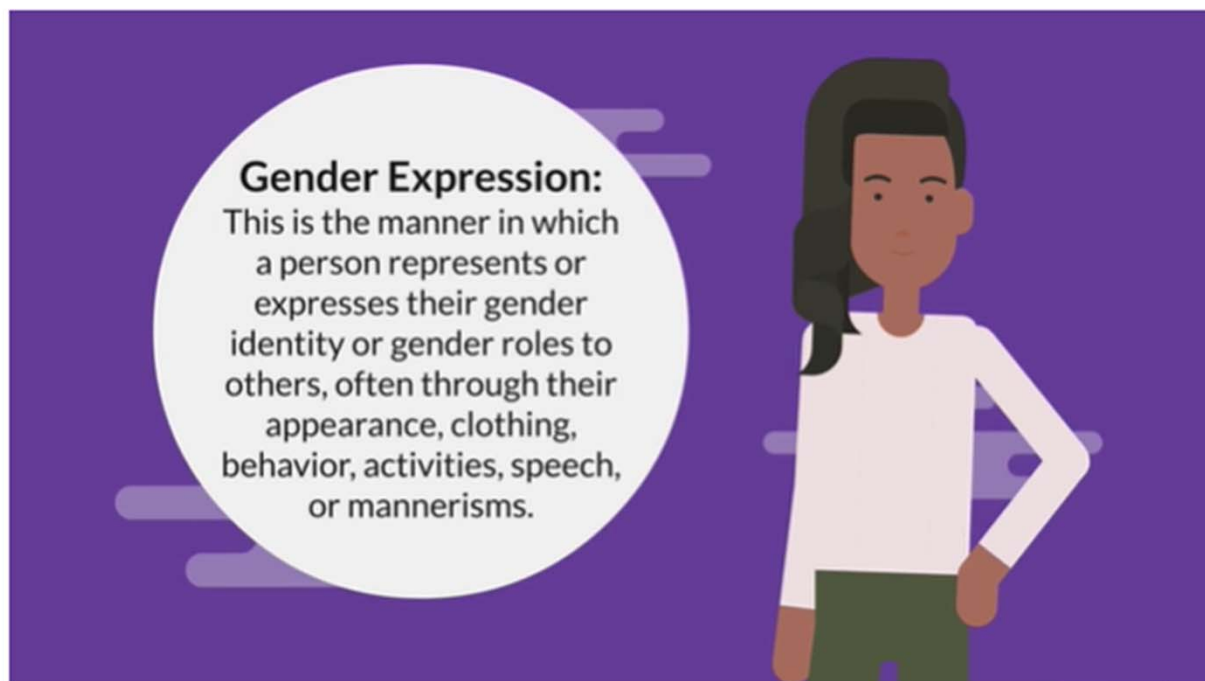
Ellen Kahn, Human Rights Campaign Senior Director,
Programs and Partnerships

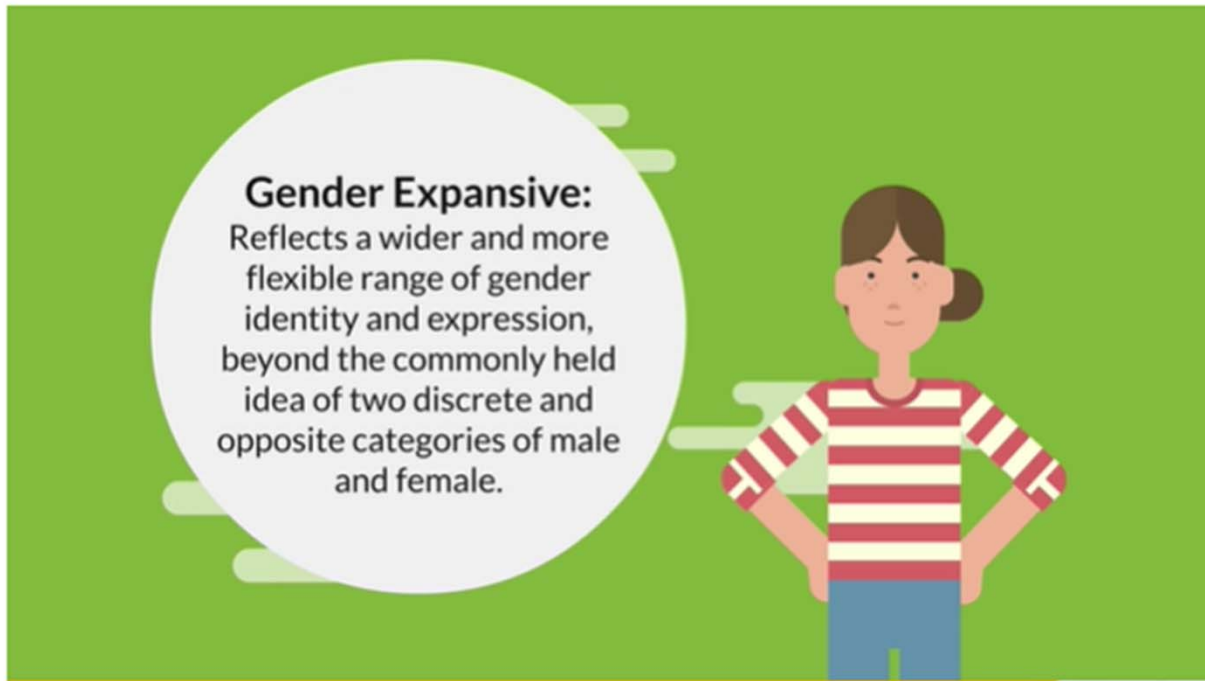


Gender Identity:

Gender identity is a person's sense of their own identity as a boy or man, girl or woman, or something in between or outside the male-female binary.








The Gender Unicorn

Graphic by: **TSER**



Gender Identity

- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other / Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

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- Chosen Name
- Legal Name
- Deadnaming



Supporting Gender-Expansive and Transgender Youth



Here are some examples of pronouns that people use:

She, her, hers, and herself

They, them, their, theirs, themselves

He, him, his, and himself

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Bullying

Bullying includes cyberbullying.

Bullying Is:

- Aggression
- Unwanted
- Intended to harm, intimidate or humiliate the victim
- Involves a real or perceived power imbalance
- Repeated over time
- May cause severe emotional trauma

Bullying Is Not:

- Ordinary teasing
- Horseplay
- Argument
- Peer Conflict

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Discriminatory Harassment

Verbal, physical, written, graphic or electronic conduct that disparages or shows hostility toward an individual or group of individuals based on a person's:

- Race
- Color
- Religion
- Sex
- Pregnancy
- Sexual Orientation
- Gender Identity or gender expression
- Age
- Marital Status
- Genetic Information
- National Origin
- Mental or Physical Disability
- Protected Veteran Status



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Discrimination Against Transgender and Gender-Expansive Youth

Federal law prohibits discrimination on the basis of sex, including sex stereotypes, sexual orientation, and gender identity or transgender status.

If you observe or receive a report of a student being bullied and/or harassed based on their gender identity or transgender status, **it is your obligation to report** the behavior to your school principal, as such conduct is a form of sex discrimination

For questions, contact the Title IX Coordinator at titleixcoordinator@fcps.edu



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Legal Name and Chosen Name

Option 1

Name Change In Class

- Teachers use a student's chosen name
- Teachers ensure that substitute class lists use chosen name
- Student may use a chosen name in some classes and not others
- Parental permission is not required

Option 2

Name Change In Virtual Platforms

- Teachers use the chosen name in class
- Teachers ensure that class lists use chosen name
- Student may use a chosen name in some classes and not others
- Parental permission is not required
- Virtual platforms such as BBCU and G Suite reflect chosen name

Option 3

Name Change on All Records

- Name change will be reflected in SIS, SEA-STARS and all other records
- Student's Legal Name will be stored in the Protected Information View
- Students will receive diplomas and transcripts with both the legal and chosen name
- Parental permission is not required
- Legal name change documentation is not required

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Updates to the Student Information System

- Protected Information
- Non-Binary Gender Designation
 - Female-F
 - Male-M
 - Nonbinary-X

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Key Takeaways

- FCPS established regulation 2603 and corresponding guidance documents to support gender-expansive and transgender youth.
- Our identities are fluid and our identities intersect, influencing one another to create unique experiences.
- Using a person's chosen name and pronouns affirms their identity and creates a welcoming and inclusive environment.
- If bullying or harassment is observed in school, it should be stopped and reported immediately to administration.



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